

The Deputy Director of Central Intelligence
Washington, D.C. 20505

20 October 1983

NOTE FOR: Deputy Director for Operations
FROM: Executive Assistant to the DDCI

After you complete your SIS bonus
process, would you please prepare an
appropriate DDCI response to the attached.



25X1

Att: ER 83-5069

1) *Suspense*
2) *Chrono*

DIA review completed.





DEFENSE INTELLIGENCE AGENCY
WASHINGTON, D.C. 20301

83-5069

S-104/V0

14 October 1983

TO: Mr. John N. McMahon
Deputy Director of Central Intelligence
Washington, D.C. 20305

SUBJECT: Recommendation for Award [REDACTED]

25X1

I understand CIA has a performance award system for its Senior Intelligence Service (SIS) personnel. I'm not certain how the system is administrated with regard to SIS personnel assigned outside CIA; therefore, I am forwarding to you a copy of the Performance Appraisal I recently completed on [REDACTED] for use in your deliberations.

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I do this because I have been so impressed with [REDACTED] consistent excellence as my deputy over the past year and, as his supervisor, believe that he merits an award. His contribution to the development of the DoD HUMINT Plan, for example, is deserving of special recognition; beyond that, he has been an unfailing source of mature advice and counsel. A performance award would provide a tangible means of rewarding the contribution [REDACTED] has made to furthering the intelligence efforts of both CIA and DoD.

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The details of [REDACTED] performance are discussed in the enclosed appraisal. I would be pleased to elaborate, however, if any further information is needed.

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1 Enclosure
Performance Appraisal
(S) 1 cy

[REDACTED]
Major General, USA
Deputy Director for
Management and Operations

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Upon separation of enclosure,
this document is Confidential

Classified by V0
Declassify on OADR



DEFENSE INTELLIGENCE AGENCY
WASHINGTON, D.C. 20301

S-071/V0

23 SEP 1983

TO: Central Intelligence Agency
Office of Personnel
ATTN: [REDACTED]
Washington, D.C. 20505

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SUBJECT: [REDACTED] Performance Appraisal Report for the Period
821001-830930

25X1

1. (S) In September 1982, the Director, DIA requested that CIA make available a senior, experienced Directorate of Operations officer to work with DIA in conducting a comprehensive analysis of the DoD HUMINT effort. This analysis, to include recommendations for action, was to be incorporated into the first iteration of an annual DoD HUMINT Plan.
2. (S) The Director, DIA, following guidance from Congress and the Secretary of Defense, established a Special Coordination Staff to prepare this Plan. CIA assigned [REDACTED] as the CIA representative on the Staff. I appointed him as my Deputy in the capacity of Assistant Vice Director for Special Coordination, giving him broad responsibilities and general mission-type guidance. The Staff undertook to implement guidance from Congress, the DCI, the Secretary of Defense, the Joint Chiefs of Staff, and the Director, DIA to address improvement of all aspects of DoD HUMINT which are funded under the National Foreign Intelligence Program.
3. (S) [REDACTED] played a central role in the direction of the unique interagency and interservice staff which conducted the research, prepared the plan, staffed it, and ultimately achieved its approval by the JCS, Secretary of Defense, and DCI. In this capacity, he brought to bear his broad experience in HUMINT collection, his knowledge not only of the entire HUMINT effort, but also of the Intelligence Community, and superb management skills. [REDACTED] participated in the organization of the analytical effort, provided substantive as well as articulate editorial comment on the input from the high-ranking teams working on the various aspects of the Plan, and welded the resultant data into an unprecedented 400-page report which for the first time provides DoD with an effective guide for improvement of its HUMINT management and operations. He participated in briefings of key officials of DIA, DoD, CIA, and the Intelligence Community Staff on this effort, and joined me in briefing the pertinent Congressional staffs.
4. (S) In the staffing process, a number of substantive changes had to be worked out with the Services and the JCS. [REDACTED] was a great source of ideas and workable compromise solutions. His cooperative and personable manner, as well as his skill in friendly persuasion, reduced by many days much of the staffing process. His coordination of numerous simultaneous actions ensured all suspenses were met.

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5. (S) Upon approval of the Plan, [] began work on the implementing phase. This involved development of a comprehensive statement of milestone actions for implementing the various actions called for in the Plan and proceeding with the actual substantive changes involved. This is the DoD HUMINT road map for the future, which will reap managerial and operational benefits for the entire U.S. intelligence community. 25X1
6. (S) [] represented me at various senior leadership meetings within DIA. In this capacity, he had responsibility for substantive actions pertinent to the HUMINT planning process. His depth and scope of knowledge and his managerial and leadership abilities have been the sources of many laudatory comments. 25X1
7. (S) The HUMINT Plan calls for a Special Assistant from the senior ranks of CIA's Operations Directorate. [] now occupies that position, and I can think of no better person for the job. In this capacity, he has, among his responsibilities, the central responsibility for guiding the implementation of the entire DoD HUMINT Plan. 25X1
8. (U) In sum, [] is one of the finest persons and outstanding performers with whom I ever have had the privilege of working. He has been absolutely invaluable to me and to the DoD. He has great capability to fill higher positions of even greater responsibility. 25X1

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2 Enclosures

1. Reviewer's Comments
2. Employee Certification

[]
Major General, USA
Deputy Director for
Management and Operations

25 SEP 1983

SUBJECT: [] Performance Appraisal Report for the Period
821001-830930

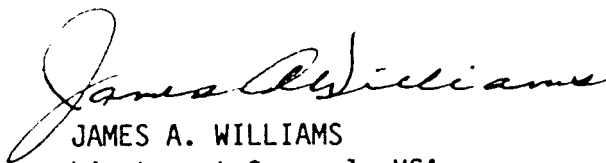
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I have reviewed [] appraisal of the performance of []
[] for the period 1 October 1982 - 30 September 1983, and I heartily
concur with this rating. [] has contributed significantly, and
selflessly, to DoD HUMINT planning by sharing his wealth of knowledge through
valuable recommendations. He has represented his parent organization in a
most professional manner. His combined CIA and DoD experience and knowledge
suit him ideally for higher positions in the intelligence community.

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JAMES A. WILLIAMS
Lieutenant General, USA
Director

Enclosure 1